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INTERNATIONAL CONFERENCE ON POPULATION AND DEVELOPMENT

Provisional rules of procedure of the Conference

Note by the Secretary-General

The provisional rules of procedure of the International Conference on Population and Development, to be held at Cairo from 5 to 13 September 1994, as approved by the Preparatory Committee for the Conference at its third session, are contained in the annex to the present note. They are submitted to the General Assembly for its approval.

ANNEX

Provisional rules of procedure of the International Conference on Population and Development

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I. REPRESENTATION AND CREDENTIALS

Composition of delegations

Rule 1

Each State participating in the Conference and the European Community shall be represented by a head of delegation and such other representatives, alternate representatives and advisers as may be required.

Alternates and advisers

Rule 2

The head of delegation may designate an alternate representative or an adviser to act as a representative.

Credentials

Rule 3

The credentials of representatives and the names of alternate representatives and advisers shall be submitted to the Secretary-General of the Conference, if possible not less than one week before the date fixed for the opening of the Conference. The credentials shall be issued either by the Head of the State or Government or by the Minister for Foreign Affairs or, in the case of the European Community, by the President of the European Commission.

Credentials Committee

Rule 4

A Credentials Committee of nine members shall be appointed at the beginning of the Conference. Its composition shall be based on that of the Credentials Committee of the General Assembly of the United Nations at its forty-eighth session. It shall examine the credentials of representatives and report to the Conference without delay.

Provisional participation in the Conference

Rule 5

Pending a decision of the Conference upon their credentials, representatives shall be entitled to participate provisionally in the Conference.

II. OFFICERS

Elections

Rule 6

The Conference shall elect from among the representatives of participating States the following officers: a President, 27 Vice-Presidents, and an ex officio Vice-President from the host country, a Rapporteur-General, as well as a Chairman for the Main Committee established in accordance with rule 46. These officials shall be elected on the basis of ensuring the representative character of the General Committee. The Conference may also elect such other officers as it deems necessary for the performance of its functions.

Acting President

Rule 7

1. If the President is absent from a meeting or any part thereof, he/she shall designate a Vice-President to take his/her place.

2. A Vice-President acting as President shall have the same powers and duties as the President.

Voting rights of the President

Rule 8

The President, or a Vice-President acting as President, shall not vote in the Conference, but shall appoint another member of his/her delegation to vote in his/her place.

III. GENERAL COMMITTEE

Composition

Rule 9

The President, the Vice-Presidents, the Rapporteur-General and the Chairman of the Main Committee shall constitute the General Committee. The President, or in his/her absence, one of the Vice-Presidents designated by him/her, shall serve as Chairman of the General Committee. The Chairman of the Credentials Committee may participate, without the right to vote, in the General Committee.

Substitute members

Rule 10

If the President or a Vice-President of the Conference is to be absent during a meeting of the General Committee, he may designate a member of his delegation to sit and vote in the Committee. In the case of absence, the Chairman of the Main Committee shall designate the Vice-Chairman of that Committee as his substitute. When serving on the General Committee, a Vice-Chairman of the Main Committee shall not have the right to vote if he is of the same delegation as another member of the General Committee.

Functions

Rule 11

The General Committee shall assist the President in the general conduct of the business of the Conference and, subject to the decisions of the Conference, shall ensure the coordination of its work.

IV. SECRETARIAT OF THE CONFERENCE

Duties of the Secretary-General of the Conference

Rule 12

1. The Secretary-General of the Conference shall act in that capacity in all meetings of the Conference and its subsidiary organs.

2. The Secretary-General of the Conference may designate a member of the secretariat to act in her place at those meetings.

3. The Secretary-General of the Conference shall direct the staff required by the Conference.

Duties of the secretariat

Rule 13

The secretariat of the Conference shall, in accordance with these rules:

(a) Interpret speeches made at meetings;

(b) Receive, translate, reproduce and circulate the documents of the Conference;

(c) Publish and circulate the official documents of the Conference;

(d) Prepare and circulate records of public meetings;

(e) Make and arrange for the keeping of sound recordings of meetings;

(f) Arrange for the custody and preservation of the documents of the Conference in the archives of the United Nations;

(g) Generally perform all other work that the Conference may require.

Statements by the secretariat

Rule 14

The Secretary-General of the United Nations, the Secretary-General of the Conference or any member of the secretariat designated by either for that purpose may, at any time, make oral or written statements concerning any question under consideration.

V. OPENING OF THE CONFERENCE

Temporary President

Rule 15

At the opening of the first meeting of the Conference, the Secretary-General of the United Nations or, in his absence, the Secretary-General of the Conference shall preside until the Conference has elected its President.

Decisions concerning organization

Rule 16

1. The Conference shall at its first meeting:

(a) Adopt its rules of procedure;

(b) Elect its officers and constitute its subsidiary organs;

(c) Adopt its agenda, the draft of which shall, until such adoption, be the provisional agenda of the Conference;

(d) Decide on the organization of its work.

2. Recommendations resulting from pre-conference consultations shall, in principle, be acted on without further discussion.

VI. CONCLUSIONS OF THE CONFERENCE

Report

Rule 17

The Conference shall adopt a report, the draft of which shall be prepared by the Rapporteur-General.

VII. CONDUCT OF BUSINESS

Quorum

Rule 18

The President may declare a meeting open and permit the debate to proceed when at least one third of the representatives of the States participating in the Conference are present. The presence of representatives of a majority of such States shall be required for any decision to be taken.

General powers of the President

Rule 19

1. In addition to exercising the powers conferred upon him/her elsewhere by these rules, the President shall preside at the plenary meetings of the Conference; he/she shall declare the opening and closing of each meeting, direct the discussions, ensure observance of these rules, accord the right to speak, put questions to the vote and announce decisions. He/she shall rule on points of order. The President, subject to these rules, shall have complete control of the proceedings and over the maintenance of order thereat. The President may propose to the Conference the closing of the list of speakers, a limitation on the time to be allowed to speakers and on the number of times the representative of each participant in the Conference may speak on a question, the adjournment or the closure of the debate and the suspension or the adjournment of a meeting.

2. The President, in the exercise of his/her functions, remains under the authority of the Conference.

Points of order

Rule 20

During the discussion of any matter, a representative may at any time raise a point of order, which shall be immediately decided by the President in accordance with these rules. A representative may appeal against the ruling of the President. The appeal shall be immediately put to the vote, and the President's ruling shall stand unless overruled by a majority of the

representatives present and voting. A representative may not, in raising a point of order, speak on the substance of the matter under discussion.

Speeches

Rule 21

1. No one may address the Conference without having previously obtained the permission of the President. Subject to rules 20, 22 and 24 to 27, the President shall call upon speakers in the order in which they signify their desire to speak.

2. Debate shall be confined to the question before the Conference and the President may call a speaker to order if his/her remarks are not relevant to the subject under discussion.

3. The Conference may limit the time allowed to speakers and the number of times participants may speak on a question. Permission to speak on a motion to set such limits shall be accorded to only two representatives in favour of and two opposing such limits, after which the motion shall immediately be put to the vote. In any event, with the consent of the Conference, the President shall limit each intervention on procedural matters to five minutes. When the debate is limited and a speaker exceeds the allotted time, the President shall call him/her to order without delay.

Precedence

Rule 22

The Chairman or Rapporteur of the Main Committee or the representative of a subcommittee or working group may be accorded precedence for the purpose of explaining the conclusions arrived at by the body concerned.

Closing of the list of speakers

Rule 23

During the course of a debate, the President may announce the list of speakers and, with the consent of the Conference, declare the list closed.

Right of reply

Rule 24

1. Notwithstanding rule 23, the President shall accord the right of reply to a representative of any State participating in the Conference or of the European Community who requests it. Any other representative may be granted the opportunity to make a reply.

2. The statements made under this rule shall normally be made at the end of the last meeting of the day, or at the conclusion of the consideration of the relevant item, if that is sooner.

3. The representatives of a State or of the European Community may make no more than two statements under this rule at a given meeting on any item. The first shall be limited to five minutes and the second to three minutes; representatives shall in any event attempt to be as brief as possible.

Adjournment of debate

Rule 25

A representative of any State participating in the Conference may at any time move the adjournment of the debate on the question under discussion. In addition to the proposer of the motion, permission to speak on the motion shall be accorded to only two representatives in favour and two opposing the adjournment, after which the motion shall, subject to rule 28, be immediately put to the vote.

Closure of debate

Rule 26

A representative of any State participating in the Conference may at any time move the closure of the debate on the question under discussion, whether or not any other representative has signified his/her wish to speak. Permission to speak on the motion shall be accorded to only two representatives opposing the closure, after which the motion shall, subject to rule 28, be immediately put to the vote.

Suspension or adjournment of the meeting

Rule 27

Subject to rule 39, a representative of any State participating in the Conference may at any time move the suspension or the adjournment of the meeting. No discussion on such motions shall be permitted and they shall, subject to rule 28, be immediately put to the vote.

Order of motions

Rule 28

The motions indicated below shall have precedence in the following order over all proposals or other motions before the meeting:

(a) To suspend the meeting;

(b) To adjourn the meeting;

(c) To adjourn the debate on the question under discussion;

(d) To close the debate on the question under discussion.

Submissions of proposals and substantive amendments

Rule 29

Proposals and substantive amendments shall normally be submitted in writing to the Secretary-General of the Conference, who shall circulate copies to all delegations. Unless the Conference decides otherwise, substantive proposals shall be discussed or put to a decision no earlier than 24 hours after copies have been circulated in all languages of the Conference to all delegations. The President may, however, permit the discussion and consideration of amendments, even though these amendments have not been circulated or have only been circulated the same day.

Withdrawal of proposals and motions

Rule 30

A proposal or a motion may be withdrawn by its sponsor at any time before voting on it has commenced, provided that it has not been amended. A proposal or a motion thus withdrawn may be reintroduced by any representative.

Decisions on competence

Rule 31

Any motion calling for a decision on the competence of the Conference to adopt a proposal submitted to it shall be put to the vote before a vote is taken on the proposal in question.

Reconsideration of proposals

Rule 32

When a proposal has been adopted or rejected, it may not be reconsidered unless the Conference, by a two-thirds majority of the representatives present and voting, so decides. Permission to speak on a motion to reconsider shall be accorded to only two speakers opposing reconsideration, after which the motion shall be immediately put to the vote.

VIII. DECISION-MAKING

General agreement

Rule 33

The Conference should make best endeavours to ensure that its work and the adoption of its report are accomplished by general agreement.

Voting rights

Rule 34

Each State participating in the Conference shall have one vote.

Majority required

Rule 35

1. Subject to rule 33, decisions of the Conference on all matters of substance shall be taken by a two-thirds majority of the representatives present and voting.

2. Except as otherwise provided in these rules, decisions of the Conference on all matters of procedure shall be taken by a majority of the representatives present and voting.

3. If the question arises whether a matter is one of procedure or of substance, the President of the Conference shall rule on the question. An appeal against this ruling shall be put to the vote immediately, and the President's ruling shall stand unless overruled by a majority of the representatives present and voting.

4. If a vote is equally divided, the proposal or motion shall be regarded as rejected.

Meaning of the phrase "representatives present and voting"

Rule 36

For the purpose of these rules, the phrase "representatives present and voting" means representatives casting an affirmative or negative vote. Representatives who abstain from voting shall be regarded as not voting.

Method of voting

Rule 37

1. Except as provided in rule 44, the Conference shall normally vote by show of hands, except that a representative may request a roll-call, which shall then be taken in the English alphabetical order of the names of the States participating in the Conference, beginning with the delegation whose name is drawn by lot by the President. The name of each State shall be called in all roll-calls and its representative shall reply "yes", "no" or "abstention".

2. When the Conference votes by mechanical means, a non-recorded vote shall replace a vote by show of hands and a recorded vote shall replace a roll-call. A representative may request a recorded vote, which shall, unless a representative requests otherwise, be taken without calling out the names of the States participating in the Conference.

3. The vote of each State participating in a roll-call or a recorded vote shall be inserted in any record of or report on the meeting.

Explanation of vote

Rule 38

Representatives may make brief statements consisting solely of explanations of vote, before the voting has commenced or after the voting has been completed. The President may limit the time to be allowed for such explanations. The representative of a State sponsoring a proposal or motion shall not speak in explanation of vote thereon, except if it has been amended.

Conduct during voting

Rule 39

After the President has announced the commencement of voting, no representative shall interrupt the voting except on a point of order in connection with the process of voting.

Division of proposals

Rule 40

A representative may move that parts of a proposal be voted on separately. If a representative objects, the motion for division shall be voted upon. Permission to speak on the motion shall be accorded to only two representatives in favour of and two opposing the division. If the motion is carried, those parts of the proposal that are subsequently approved shall be put to the vote as a whole. If all operative parts of the proposal have been rejected, the proposal shall be considered to have been rejected as a whole.

Amendments

Rule 41

A proposal is considered an amendment to another proposal if it merely adds to, deletes from or revises part of that proposal. Unless specified otherwise, the word "proposal" in these rules shall be considered as including amendments.

Order of voting on amendments

Rule 42

When an amendment is moved to a proposal, the amendment shall be voted on first. When two or more amendments are moved to a proposal, the Conference shall vote first on the amendment furthest removed in substance from the original proposal and then on the amendment next furthest removed therefrom and so on until all the amendments have been put to the vote. Where, however, the adoption of one amendment necessarily implies the rejection of another amendment, the latter shall not be put to the vote. If one or more amendments are adopted, the amended proposal shall then be voted upon.

Order of voting on proposals

Rule 43

1. If two or more proposals, other than amendments, relate to the same question, they shall, unless the Conference decides otherwise, be voted on in the order in which they were submitted. The Conference may, after each vote on a proposal, decide whether to vote on the next proposal.

2. Revised proposals shall be voted on in the order in which the original proposals were submitted, unless the revision substantially departs from the original proposal. In that case, the original proposal shall be considered as withdrawn and the revised proposal shall be treated as a new proposal.

3. A motion requiring that no decision be taken on a proposal shall be put to the vote before a decision is taken on the proposal in question.

Elections

Rule 44

All elections shall be held by secret ballot unless, in the absence of any objection, the Conference decides to proceed without taking a ballot when there is an agreed candidate or slate.

Rule 45

1. When one or more elective places are to be filled at one time under the same conditions, those candidates, in a number not exceeding the number of such places, obtaining in the first ballot a majority of the votes cast and the largest number of votes, shall be elected.

2. If the number of candidates obtaining such a majority is less than the number of places to be filled, additional ballots shall be held to fill the remaining places.

IX. SUBSIDIARY BODIES

Main Committee and working groups

Rule 46

The Conference may establish a Main Committee, as required, which may set up subcommittees or working groups. The Main Committee, unless it decides otherwise, shall elect three Vice-Chairmen and a Rapporteur.

Representation on the Main Committee

Rule 47

Each State participating in the Conference and the European Community may be represented by one representative on the Main Committee. It may assign to the Committee such alternate representatives and advisers as may be required.

Other committees and working groups

Rule 48

1. In addition to the Main Committee referred to above, the Conference may establish such committees and working groups as it deems necessary for the performance of its functions.

2. Subject to the decision of the Plenary or the Conference, the Main Committee may set up subcommittees and working groups.

Rule 49

1. The members of the committees and working groups of the Conference, referred to in rule 48, paragraph 1, shall be appointed by the President, subject to the approval of the Conference, unless the Conference decides otherwise.

2. Members of the subcommittees and working groups of committees shall be appointed by the Chairman of the Committee in question, subject to the approval of that Committee, unless the Committee decides otherwise.

Officers

Rule 50

Except as otherwise provided in rule 6, each committee, subcommittee and working group shall elect its own officers.

Quorum

Rule 51

1. The Chairman of the Main Committee may declare a meeting open and permit the debate to proceed when representatives of at least one quarter of the States participating in the Conference are present. The presence of representatives of a majority of the States so participating shall be required for any decision to be taken.

2. A majority of the representatives of the General or Credentials Committee or of any committee, subcommittee or working group shall constitute a quorum provided that they are representatives of participating States.

Officers, conduct of business and voting

Rule 52

The rules relating to officers (rules 6 to 8), the secretariat of the Conference (rules 12 to 14), the conduct of business of the Conference (rules 18 to 32), decision-making (rules 33 to 45) and other participants and observers (rules 59 to 66) shall be applicable, mutatis mutandis, to the proceedings of the Main Committee and working groups, except that:

(a) Unless otherwise decided, the Credentials Committee and any working group shall elect a Chairman and such other officers as it may require;

(b) The Chairman of the General Committee and of the Credentials Committee and the chairmen of working groups may exercise the right to vote;

(c) A majority of the representatives on the General Committee or Credentials Committee or any working group shall constitute a quorum; the Chairman of the Main Committee may declare a meeting open and permit the debate to proceed when at least one quarter of the representatives of the States participating in the Conference are present;

(d) Decisions of committees and working groups shall be taken by a majority of the representatives present and voting, except that the

reconsideration of a proposal or an amendment shall require the majority established by rule 32, provided that they are representatives of participating States.

X. LANGUAGES AND RECORDS

Languages of the Conference

Rule 53

Arabic, Chinese, English, French, Russian and Spanish shall be the languages of the Conference.

Interpretation

Rule 54

1. Speeches made in a language of the Conference shall be interpreted into the other such languages.

2. A representative may speak in a language other than a language of the Conference if the delegation concerned provides for interpretation into one such language. Interpretation into the other languages of the Conference by interpreters of the secretariat may be based on the interpretation given in the first such language.

Languages of official documents

Rule 55

Official documents of the Conference shall be made available in the languages of the Conference.

Records of meetings

Rule 56

1. There shall be neither verbatim nor summary records of meetings.

2. Sound recordings of meetings of the Conference and of the Main Committee shall be made and kept in accordance with the practice of the United Nations. Unless otherwise decided by the Conference or the Main Committee, no such recordings shall be made of the meetings of any working group thereof.

XI. PUBLIC AND PRIVATE MEETINGS

General principles

Rule 57

1. The plenary meetings of the Conference and the meetings of any Committee shall be held in public unless the body concerned decides otherwise.

2. All decisions taken by the Plenary of the Conference at a private meeting shall be announced at an early public meeting of the Plenary.

Communiqués on private meetings

Rule 58

At the close of a private meeting, the presiding officer of the organ concerned may issue a communiqué through the Secretary-General of the Conference.

XII. OTHER PARTICIPANTS AND OBSERVERS

Representatives of organizations that have received a standing invitation from the General Assembly to participate, in the capacity of observers, in the sessions and work of all international conferences convened under its auspices

Rule 59

Representatives designated by organizations that have received a standing invitation from the General Assembly to participate in the sessions and work of all international conferences convened under its auspices have the right to participate as observers, without the right to vote, in the deliberations of the Conference, the Main Committee and, as appropriate, any other committee or working group.

Associate members of regional commissions

Rule 60

Representatives designated by associate members of regional commissions may participate as observers, without the right to vote, in the deliberations of the Conference, the Main Committee and, as appropriate, any other committee or working group.

Representatives of national liberation movements

Rule 61

Representatives of national liberation movements invited to the Conference may participate as observers, without the right to vote, in the deliberations of the Conference, the Main Committee and, as appropriate, any other committee or working group on any matter of particular concern to those movements.

Representatives of the specialized agencies a/

Rule 62

Representatives designated by the specialized agencies may participate, without the right to vote, in the deliberations of the Conference, the Main Committee and, as appropriate, any other committee or working group on questions within the scope of their activities.

Representatives of other intergovernmental organizations

Rule 63

Save where otherwise specifically provided with respect to the European Community in these rules of procedure, representatives designated by other intergovernmental organizations invited to the Conference may participate as observers without the right to vote, in the deliberations of the Conference, the Main Committee and, as appropriate, any other committee or working group on questions within the scope of their activities.

Representatives of interested United Nations organs

Rule 64

Representatives designated by interested organs of the United Nations may participate as observers, without the right to vote, in the deliberations of the Conference, the Main Committee and, as appropriate, any other committee or working group on questions within the scope of their activities.

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a/ For the purpose of these rules, the term "specialized agencies" includes the International Atomic Energy Agency and the General Agreement on Tariffs and Trade.

Representatives of non-governmental organizations

Rule 65

1. Non-governmental organizations accredited to participate in the Conference may designate representatives to sit as observers at public meetings of the Conference and the Main Committee.

2. Upon the invitation of the presiding officer of the conference body concerned and subject to the approval of that body, such observers may make oral statements on questions in which they have special competence. If the number of requests to speak is too large, the non-governmental organizations shall be requested to form themselves into constituencies, such constituencies to speak through spokespersons.

Written statements

Rule 66

Written statements submitted by the designated representatives referred to in rules 59 to 65 shall be distributed by the secretariat to all delegations in the quantities and in the language in which the statements are made available to it at the site of the Conference, provided that a statement submitted on behalf of a non-governmental organization is related to the work of the Conference and is on a subject in which the organization has a special competence. Written statements shall not be made at United Nations expense and shall not be issued as official documents.

XIII. SUSPENSION AND AMENDMENT OF THE RULES OF PROCEDURE

Method of suspension

Rule 67

Any of these rules may be suspended by the Conference provided that 24 hours' notice of the proposal for the suspension has been given, which may be waived if no representative objects. Any such suspension shall be limited to a specific and stated purpose and to a period required to achieve that purpose.

Method of amendment

Rule 68

These rules of procedure may be amended by a decision of the Conference taken by a two-thirds majority of the representatives present and voting, after the General Committee has reported on the proposed amendment.

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GENERAL ASSEMBLY
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Agenda item 40
THE SITUATION IN CENTRAL AMERICA:
PROCEDURES FOR THE ESTABLISHMENT OF A FIRM AND LASTING PEACE AND PROGRESS IN FASHIONING A REGION OF PEACE, FREEDOM, DEMOCRACY AND DEVELOPMENT

SECURITY COUNCIL
Forty-ninth year

Letter dated 28 June 1994 from the Secretary-General to the President of the General Assembly and to the President of the Security Council

I have the honour to refer to my letter dated 8 April 1994 (A/48/928-S/1994/448), in which I informed the General Assembly and the Security Council of the signing by the Government of Guatemala and the Unidad Revolucionaria Nacional Guatemalteca of a Comprehensive Agreement on Human Rights, an Agreement on a Timetable for the Negotiation of a Firm and Lasting Peace in Guatemala and a joint statement by the two parties.

I am pleased to inform you that the first item which the parties agreed to negotiate within the Timetable, namely the resettlement of the population groups uprooted by the armed conflict, was successfully concluded with the signing of an Agreement at Oslo on 17 June 1994.

In addition, on 23 June 1994, while still in Oslo, the parties complied with their joint statement of March 1994 and signed an Agreement on the Establishment of the Commission to Clarify Past Human Rights Violations and Acts of Violence that have Caused the Guatemalan Population to Suffer. Copies of both Agreements are attached.

While neither the Agreement on resettlement nor the establishment of the Commission will come into force until the signing of a final peace agreement between the Government of Guatemala and the Unidad Revolucionaria Nacional Guatemalteca, the parties have agreed in both cases that preparatory work should begin earlier.

With respect to the composition of the Commission, the parties have agreed to request that I designate the current United Nations Moderator of the negotiations as a member of the Commission. Once I receive an official request from the parties on this matter, I shall give it due consideration and I shall inform you accordingly.

The Agreements on resettlement and on the establishment of the Commission are very encouraging developments which consolidate the prospects for an end to over 30 years of armed conflict in Guatemala. It is my hope that the momentum that has been created so far will result in a successful and timely negotiation of the remaining items on the Timetable for the Negotiation of a Firm and Lasting Peace.

(Signed) Boutros BOUTROS-GHALI

ANNEX I

Agreement on Resettlement of the Population Groups Uprooted by the Armed Conflict

Preamble

Reiterating their commitment to put an end to the armed conflict through a negotiation process which lays the bases for a firm and lasting peace in Guatemala,

Considering the national, traumatic dimensions of the uprooting that occurred during the armed conflict in the country, in human, cultural, material, psychological, economic, political and social terms, which caused violations of human rights and great suffering in the communities which were forced to abandon their homes and ways of life, and in the populations which remained in those areas,

Considering the commitment of the Government of Guatemala and of the Unidad Revolucionaria Nacional Guatemalteca to contribute constructively, together with the rest of Guatemalan society, to finding a lasting solution and to facilitating the process of resettling the uprooted population groups in a framework of social justice, democratization and sustained, sustainable and equitable national development,

Considering that the resettlement of these uprooted population groups should be a dynamic factor in the economic, social, political and cultural development of the country and, consequently, an important component of a firm and lasting peace,

Recognizing the indispensable role of the participation of the affected population groups in taking decisions concerning the design and implementation of an effective resettlement strategy,

Bearing in mind the statements and proposals for consensus elaborated on this topic by the civil Assembly, which includes the specific demands of organizations representing the various uprooted groups,

Reiterating that the present Agreement together with those to be signed on the other agenda items in the negotiation process form part of an agreement on a firm and lasting peace and shall enter into force at the time of the signing of such agreement, with the exception of matters relating to the Technical Committee referred to in section V of this agreement and in paragraph 4 of that section,

The Government of Guatemala and the Unidad Revolucionaria Nacional Guatemalteca (hereinafter referred to as "the Parties") agree as follows:

I. DEFINITIONS, PRINCIPLES AND OBJECTIVES OF A COMPREHENSIVE STRATEGY FOR RESETTLING THE POPULATIONS UPROOTED BY ARMED CONFLICT

Definitions

1. For the purposes of this Agreement, the term "uprooted population" shall include all persons who have been uprooted for reasons connected with the armed conflict, whether they live within or outside Guatemala, and shall include, in particular, refugees, returnees and internally displaced persons, either dispersed or in groups, including popular resistance groups.

2. "Resettlement" shall mean the legal process of return of uprooted population groups and individuals to their place of origin or another place of their choice in Guatemalan territory, and their relocation and integration therein, in accordance with the Political Constitution of the Republic of Guatemala.

Principles

The Parties agree that a comprehensive solution to the problem of uprooted population groups should be guided by the following principles:

1. Uprooted population groups have the right to reside and live freely in Guatemalan territory. Accordingly, the Government of the Republic undertakes to ensure that conditions exist which permit and guarantee the voluntary return of uprooted persons to their places of origin or to the place of their choice, in conditions of dignity and security.

2. Full respect for the human rights of the uprooted population shall be an essential condition for the resettlement of this population.

3. Uprooted population groups deserve special attention, in view of the consequences they have suffered from being uprooted, through the implementation of a comprehensive, exceptional strategy which ensures, in the shortest possible time, their relocation in conditions of security and dignity and their free and full integration into the social, economic and political life of the country.

4. Uprooted population groups shall participate in decision-making concerning the design, implementation and supervision of the comprehensive resettlement strategy and its specific projects. This participatory principle shall extend to population groups residing in resettlement areas in all aspects concerning them.

5. A comprehensive strategy will be possible only within the perspective of a sustained, sustainable and equitable development of the resettlement areas for the benefit of all the population groups and individuals residing in them in the framework of a national development plan.

6. The implementation of the strategy shall not be discriminatory and shall promote the reconciliation of the interests of the resettled population groups and the population groups already living in the resettlement areas.

Objectives

The comprehensive resettlement strategy shall have the following objectives:

1. To ensure that the uprooted population groups fully enjoy all their rights and fundamental freedoms, in particular those rights and freedoms which were affected during the uprooting process;

2. To reintegrate the uprooted population groups, which were socially, economically and politically marginalized, and create the conditions that would allow them to be a dynamic factor in the economic, social, political and cultural development of the country;

3. To give priority to the fight against poverty and extreme poverty, which have had a particularly serious effect on areas where the population has been uprooted, and which largely correspond to the resettlement areas;

4. To develop and strengthen the democratization of State structures, ensuring that the constitutional rights and duties of the uprooted population groups are respected at the community, municipal, departmental, regional and national levels;

5. To promote genuine reconciliation, fostering a culture of peace in the resettlement areas and at the national level based on participation, mutual tolerance, reciprocal respect and commonality of interests.

II. GUARANTEES FOR THE RESETTLEMENT OF UPROOTED POPULATION GROUPS

In conformity with past resettlement initiatives and activities, particularly the letter of understanding between the Government and the Office of the United Nations High Commissioner for Refugees and the agreement of 8 October 1992 between the Government and the Standing Committees of Refugees, with its ad hoc verification mechanism, the Parties have agreed as follows:

1. Full respect for human rights and fundamental freedoms is essential for the security and dignity of resettlement processes. The Parties reiterate their decision to comply fully with the Comprehensive Agreement on Human Rights, which took effect on 29 March 1994, promoting respect for the human rights of uprooted populations, one of the vulnerable sectors which deserve particular attention, with special vigilance.

2. Special emphasis should be placed on protecting female-headed families and widows and orphans, who have been the most seriously affected.

3. The rights of the various indigenous communities, primarily Mayas, should be taken into account, especially respect for, and encouragement of, their way of life, cultural identity, customs, traditions and social organization.

4. Concerned about the security of those who are being resettled or who live in the zones affected by the conflict, the Parties recognize the urgent need to remove all types of mines or explosive devices buried or abandoned in these areas, and they commit themselves to cooperate fully in these activities.

5. In view of the efforts being made by uprooted communities to improve the level of education of their people and of the need to support and provide continuity to this process, the Government undertakes to:

5.1. Recognize the formal and informal educational levels of uprooted persons, through the use of rapid evaluation and/or certification procedures;

5.2. Recognize the informal studies of education and health promoters and grant them, following an appropriate evaluation, equivalent credit.

6. The Parties request the United Nations Educational, Scientific and Cultural Organization (UNESCO) to elaborate a specific plan to support and provide continuity to efforts to educate the population groups in the resettlement areas, including providing continuity to the efforts being made by the uprooted communities.

7. The lack of personal documentation for the majority of the uprooted population groups increases their vulnerability and limits their access to basic services and the enjoyment of their civil and political rights. This problem requires urgent solutions. Consequently, the Parties agree that the following steps are necessary:

7.1. In order to arrange for the documentation of uprooted persons as soon as possible, the Government, with the cooperation of the international community, shall intensify its efforts to streamline the necessary mechanisms, taking into account, where appropriate, the registers kept by the uprooted communities themselves;

7.2. Decree No. 70-91, a provisional act concerning replacement and registration of birth certificates in civil registers destroyed by violence, shall be revised so as to establish a system adapted to the needs of all the affected population groups, with streamlined, free-of-charge registration procedures. For such purposes, the views of the affected sectors shall be taken into account. Personal documentation and identification shall be completed as soon as possible;

7.3. The necessary administrative rules to streamline formalities to ensure that children of uprooted persons born outside the country are registered as native Guatemalans, in compliance with article 144 of the Constitution of the Republic, shall be promulgated;

7.4. For the implementation of this documentation programme, the Government shall request the cooperation of the United Nations and the international community.

8. An essential element of the resettlement process is legal security in the holding (inter alia, the use, ownership and possession) of land. In that

regard, the Parties recognize the existence of a general problem which particularly affects the uprooted population. One of the principal manifestations of legal insecurity is the difficulty of producing evidence of landholding rights. This situation stems, inter alia, from problems concerning registration, the disappearance of the files of the Instituto Nacional de Transformación Agraria (INTA), the institutional weakness of specialized bodies and municipalities; the existence of rights based on customary systems for the holding and surveying of land; the existence of secondary occupants or the annulment of rights on the basis of the improper application of provisions concerning voluntary abandonment.

9. In the particular case of abandonment of land as a result of armed conflict, the Government undertakes to revise and promote legal provisions to ensure that such an act is not considered to be voluntary abandonment, and to ratify the inalienable nature of landholding rights.

In this context, it shall promote the return of land to the original holders and/or shall seek adequate compensatory solutions.

10. In accordance with the observance of political rights, the organizational practices of the uprooted populations shall be respected, pursuant to the constitutional framework, for the purpose of strengthening the community organization system and to allow these populations to become agents of development and manage their own services and infrastructure. It is important to integrate new groups of resettled populations into the municipal system.

11. The Parties recognize the humanitarian work of non-governmental organizations and churches which are supporting the resettlement processes. The Government shall safeguard their security.

12. The Government undertakes to strengthen its policy for protecting citizens abroad, especially uprooted population groups residing abroad for reasons related to the armed conflict. It shall also ensure the voluntary resettlement of this population group in conditions of security and dignity. With regard to uprooted persons who desire to remain abroad, the Government shall take the necessary steps and conduct the necessary negotiations with the host countries so as to ensure that the migrants are living in a stable situation.

III. PRODUCTIVE INTEGRATION OF UPROOTED POPULATION GROUPS AND DEVELOPMENT OF RESETTLEMENT AREAS

The Parties agree that a comprehensive resettlement strategy presupposes the productive integration of the uprooted population into the framework of a sustained, sustainable and equitable development policy in the resettlement areas and regions that will benefit all the population groups living there. This productive integration policy shall be based on the following criteria and measures:

1. The resettlement areas are predominantly rural. Land, which is a finite resource, is one of the alternative sources of economic and productive integration. Sustainable agricultural development projects are required, in

order to offer the population the means to break the vicious circle of poverty and degradation of natural resources and, in particular, to allow for the productive and ecologically sound protection and development of fragile areas.

2. For the identification of land that could be used for resettling uprooted persons who do not own land but wish to acquire it, the Government undertakes to:

2.1. Carry out a review and updating of official land and real estate registers;

2.2. Conduct studies to identify and individualize all State-owned, municipally owned and private land, offering an option to purchase it. These studies shall include information on the location, legal regime, acquisition, size, boundaries and agricultural suitability of the land in question;

2.3. Complete these studies by the date of entry into force of the present agreement, at the latest.

3. The criteria for selecting land for settlements shall include the agro-ecological potential of the soil, its price, the sustainability of natural resources and existing services.

4. The development of the above-mentioned areas in conditions of justice, equity, maintainability and sustainability shall involve, in addition to agricultural activities, the creation of jobs and income from agro-industry, industry and services, under systems that are appropriate to the rural environment and to the preservation of natural resources. To this end, it is essential to develop basic infrastructure for communications, electrification and production. Public investment shall be geared primarily to this purpose, and a system of investment incentives for rural development in the areas in question shall be established.

5. To improve the quality of life, the objectives of rural development should include: (i) local food security and basic service infrastructure for the population groups, including housing, sanitation, drinking water, rural storage, health and education; (ii) an increase in production and productivity and promotion of local and regional markets for agricultural, agro-industrial and non-industrial products and inputs; (iii) generation of jobs and income; (iv) sustained and sustainable use of the available natural resources, through management of resources at the local level.

6. Productive integration projects and activities related to the comprehensive resettlement strategy shall take into account the following criteria:

6.1. The regional and local aspects of the resettlement areas, and the use of territorial management tools to promote the use of resources in accordance with their best potential;

6.2. Use of the response capacity, organizational levels and expectations of the population, promoting an increasingly organized and informed participation;

6.3. Legalization and award of land titles, and of water rights, to provide the necessary framework of security in the use of these basic natural resources;

6.4. Promotion of local and regional organizations and institutions for the combining of interests and rational planning of the use of available resources;

6.5. Establishment of successive development objectives, based on a prime, immediate objective of food security and adequate nutrition for families and communities;

6.6. Promotion of local and regional markets for products and inputs, and developing appropriate marketing mechanisms for agricultural, agro-industrial and non-industrial products;

6.7. Establishment of basic service infrastructure for population groups: housing, sanitation, drinking water, rural storage, health and education;

6.8. Improvement and/or installation of permanent, competent services of technical support to all organizations and projects, including support to non-governmental organizations which select population groups to help implement their projects;

6.9. Improvement and/or establishment of rural financial and credit assistance services suited to the needs and possibilities of the populations involved;

6.10. Setting up of training programmes designed to diversify and expand the production and management capacity of the beneficiaries.

7. The Government undertakes to put into effect and promote the agreed planning systems for developing the resettlement areas and to ensure that the population groups have access to them as neighbours and residents.

8. The Government undertakes to eliminate any form of de facto or de jure discrimination against women with regard to access to land, housing, credits and participation in development projects. The gender-based approach shall be incorporated into the policies, programmes and activities of the comprehensive development strategy.

9. The solving of each of the problems involved in resettlement and development of the affected areas shall take as a point of departure the study and design of resettlement conditions and the advice, views and organized participation of the uprooted groups and resident communities.

10. The institutional development of municipalities is fundamental in the democratic development process and in the integration of marginalized populations. The Government agrees to intensify the administrative, technical and financial strengthening of local governments and organizations through basic training, occupational training and employment programmes. It shall also strengthen the community organization system so that communities can be their

own agents of development, manage their own systems of services and infrastructure and be duly represented in the management of their own political, legal and economic affairs.

11. The Government also undertakes to expand on its plan for decentralization of public administration, and to enhance its capacity to implement them, gradually transferring decision-making power in the management of resources and administration of services to local communities and governments.

IV. RESOURCES AND INTERNATIONAL COOPERATION

1. The Parties recognize that the responsibility for solving the problems of resettling the uprooted population falls on the entire Guatemalan society, and not on the Government alone. Broad sectors of Guatemalan society must unite their efforts to ensure its success.

2. For its part, the Government undertakes to allocate and mobilize national resources in a manner consistent with its efforts at macroeconomic stabilization and modernization of the economy; and to reorient and target public expenditure towards fighting poverty and resettling the uprooted population.

3. The Parties recognize that the series of tasks relating to the resettlement of the uprooted population is of such breadth and complexity that the strong support of the international community is needed in order to complement the domestic efforts of the Government and of the various sectors of civil society. Otherwise, the Government's commitment would be limited by financial constraints.

V. INSTITUTIONAL ARRANGEMENTS

1. The agreements contained in the comprehensive resettlement strategy shall be implemented through the execution of specific projects.

2. For that purpose the Parties agree to establish a Technical Committee for the implementation of the resettlement agreement, to be composed of two representatives designated by the Government, two representatives designated by the uprooted population groups and two representatives of donors, cooperating bodies and international cooperating agencies. The latter representatives shall have consultative status. The Committee shall draw up its own rules of procedure.

3. The Committee shall be established within 60 days following the signing of this Agreement and to that end the Government of Guatemala shall issue the corresponding governmental decree.

4. The Committee shall, from the time it is established until the entry into force of this Agreement, conduct the necessary evaluations and studies in order to identify and analyse the needs and demands of the uprooted population and to formulate projects corresponding to the various undertakings contained in the strategy determined in this Agreement. In carrying out said studies and

analyses and formulating projects the Committee shall have the technical support of the corresponding specialized personnel.

5. Once the study phase is completed and as soon as this Agreement enters into force, the Committee shall be responsible for prioritizing and approving projects and supervising their execution, allocating the funds required in each case and securing technical and financial resources. The Parties agree that implementation of the strategy shall meet the criteria of priority to the struggle against poverty, efficient management, participation of the recipient populations and transparency concerning expenditures.

6. For the purpose of ensuring implementation of the resettlement strategy, the Parties agree to establish a fund to implement the agreement on resettlement of population groups uprooted by armed conflict essentially with contributions from the international community. The United Nations Development Programme (UNDP) shall be asked to administer the funds of each of the projects to be executed.

VI. FINAL PROVISION

In accordance with the Framework Agreement of 10 January 1994, this Agreement shall be subject to international verification by the United Nations.

Oslo, 17 June 1994

For the Government of the Republic of Guatemala

(Signed)
Héctor ROSADA GRANADOS

(Signed)
Antonio ARENALES FORNO

(Signed)
Mario PERMUTH

(Signed)
Amilcar BURGOS SOLIS

(Signed)
General Carlos Enrique PINEDA CARRANDA

(Signed)
General Julio Arnoldo BALCONI TURCIOS

(Signed)
General José Horacio SOTO SALAN

For the Unidad Revolucionaria Nacional Guatemalteca

General Command

(Signed)
Commander Rolando MORAN

(Signed)
Commander Gaspar ILOM

(Signed)
Commander Pablo MONSANTO

(Signed)
Carlos GONZALEZ

Political and Diplomatic Commission

(Signed)
Luis Felipe BECKER GUZMAN

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Miguel Angel SANDOVAL

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Francisco VILLAGRAN MUNOZ

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Mario Vinicio CASTAÑEDA

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Jorge ROSAL

For the United Nations

(Signed)
Jean ARNAULT
Moderator

ANNEX II

Agreement on the establishment of the Commission to clarify past human rights violations and acts of violence that have caused the Guatemalan population to suffer

Whereas the present-day history of our country is marked by grave acts of violence, disregard for the fundamental rights of the individual and suffering of the population connected with the armed conflict;

Whereas the people of Guatemala have a right to know the whole truth concerning these events, clarification of which will help avoid a repetition of these sad and painful events and strengthen the process of democratization in Guatemala;

Reiterating its wish to comply fully with the Comprehensive Agreement on Human Rights of 29 March 1994;

Reiterating its wish to open as soon as possible a new chapter in Guatemala's history which, being the culmination of a lengthy process of negotiation, will put an end to the armed conflict and help lay the bases for peaceful coexistence and respect for human rights among Guatemalans;

Whereas, in this context, promotion of a culture of harmony and mutual respect that will eliminate any form of revenge or vengeance is a prerequisite for a firm and lasting peace,

The Government of Guatemala and the Unidad Revolucionaria Nacional Guatemalteca (hereafter referred to as "the Parties") have agreed as follows:

To establish a Commission whose terms of reference shall be as follows:

Purposes

I. To clarify with all objectivity, equity and impartiality the human rights violations and acts of violence that have caused the Guatemalan population to suffer, connected with the armed conflict.

II. To prepare a report that will contain the findings of the investigations carried out and provide objective information regarding events during this period covering all factors, internal as well as external.

III. Formulate specific recommendations to encourage peace and national harmony in Guatemala. The Commission shall recommend, in particular, measures to preserve the memory of the victims, to foster a culture of mutual respect and observance of human rights and to strengthen the democratic process.

Period covered

The Commission's investigations shall cover the period from the start of the armed conflict until the signing of the firm and lasting peace agreement.

Operation

I. The Commission shall receive particulars and information from individuals or institutions that consider themselves to be affected and also from the Parties.

II. The Commission shall be responsible for clarifying these situations fully and in detail. In particular, it shall analyse the factors and circumstances involved in those cases with complete impartiality. The Commission shall invite those who may be in possession of relevant information to submit their version of the incidents. Failure of those concerned to appear shall not prevent the Commission from reaching a determination on the cases.

III. The Commission shall not attribute responsibility to any individual in its work, recommendations and report nor shall these have any judicial aim or effect.

IV. The Commission's proceedings shall be confidential so as to guarantee the secrecy of the sources and the safety of witnesses and informants.

V. Once it is established, the Commission shall publicize the fact that it has been established and the place where it is meeting by all possible means, and shall invite interested parties to present their information and their testimony.

Composition

The Commission shall consist of the following three members:

(i) The present Moderator of the peace negotiations, whom the Secretary-General of the United Nations shall be asked to appoint.

(ii) One member, a Guatemalan of irreproachable conduct, appointed by the Moderator with the agreement of the Parties.

(iii) One academic selected by the Moderator, with the agreement of the Parties, from a list proposed by the University presidents.

The Commission shall have whatever support staff it deems necessary, with the requisite qualifications, in order to carry out its tasks.

Installation and duration

The Commission shall be set up, installed and shall start to work as of the day the firm and lasting peace agreement is signed. The Commission shall work for a period of six months starting from the date of its installation; this period may be extended for a further six months if the Commission so decides.

Report

The Commission shall prepare a report which shall be handed over to the parties and to the Secretary-General of the United Nations who shall publish it.

Inability to investigate all the cases or situations presented to the Commission shall not detract from the report's validity.

Commitment of the Parties

The Parties undertake to collaborate with the Commission in all matters that may be necessary for the fulfilment of its mandate. In particular, they undertake to establish, prior to setting up the Commission and during its operations, the necessary conditions so that the Commission may fulfil the terms of reference established in the present agreement.

International verification

In conformity with the Framework Agreement of 10 January 1994, implementation of this Agreement shall be subject to international verification by the United Nations.

Measures for prompt execution following the signing of this Agreement

The Parties agree to ask the Secretary-General to appoint the Moderator of the negotiations as a member of the Commission as soon as possible. When he is appointed, he shall be authorized to proceed forthwith to make all necessary arrangements to ensure that the Commission functions smoothly once it is established and installed in conformity with the provisions of this Agreement.

Oslo, 23 June 1994

For the Government of the Republic of Guatemala

(Signed)
Héctor ROSADA GRANADOS

(Signed)
General Carlos Enrique PINEDA CARRANZA

(Signed)
Antonio M. ARENALES FORNO

(Signed)
General Julio Arnoldo BALCONI TURCIOS

(Signed)
Mario PERMUTH

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General José Horacio SOTO SALAN

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For the United Nations

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Jean ARNAULT
Moderator

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ADMINISTRATIVE AND BUDGETARY ASPECTS OF THE FINANCING OF THE UNITED NATIONS PEACE-KEEPING OPERATIONS: FINANCING OF THE UNITED NATIONS PEACE-KEEPING OPERATIONS

Support account for peace-keeping operations

Report of the Advisory Committee on Administrative and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the reports of the Secretary-General on the support account for peace-keeping operations (A/48/470, paras. 8-14 and A/48/470/Add.1). During its consideration of these reports, the Committee met with representatives of the Secretary-General who provided additional information.

2. By its resolutions 48/226 A of 23 December 1993 and 48/226 B of 5 April 1994, the General Assembly, inter alia, requested the Secretary-General to submit a report in accordance with the recommendations contained in the Advisory Committee's report (A/48/757). In that report, the Advisory Committee had requested: (a) concrete proposals and a rationale for the scope and use of the support account as well as for the scope and use of the regular budget for financing backstopping activities of peace-keeping operations; (b) criteria for distinguishing between the backstopping of peace-keeping operations and other activities to enable the Committee to determine the funding of various posts. The Secretary-General's report (A/48/470/Add.1) attempts to address these issues and also contains a request for additional resource requirements.

3. The Advisory Committee recalls that the support account for peace-keeping operations was established effective 1 January 1990 by paragraph 9 of General Assembly resolution 45/258 of 3 May 1991, subject to the observations of the Advisory Committee in its report of 28 November 1980 (A/45/801).

4. The account was initially intended to meet the needs at Headquarters for support of the then five ongoing peace-keeping operations as well as some of the immediate additional workload related to the pre-implementation phase of

prospective operations. Prior to that, support was provided from the separate budgets of the then-existing peace-keeping operations. The Advisory Committee recalls that General Assembly resolution 47/217 of 23 December 1992 established the Peace-keeping Reserve Fund, effective 1 January 1993, as "a cash flow mechanism to ensure the rapid response of the Organization to the needs of peace-keeping operations". The Advisory Committee notes that the Fund has not been fully capitalized and therefore intends to review the status of the fund in the context of its examination of the Secretary-General's report on the subject.

5. In his report of 18 September 1990 (A/45/493) the Secretary-General had proposed that beginning in 1991 the financing of the overload posts would be through the inclusion of an amount equal to 8.5 per cent of the cost of the civilian component of each mission in the respective budgets of peace-keeping operations. That percentage was derived from the relationship of the aggregate cost of the overload posts existing at that time, to the aggregate cost of the civilian mission posts approved for the five peace-keeping operations. The Secretary-General had also proposed that the financing method be reviewed at the end of the first two years in the light of the experience gained in the operation of the support account and taking into consideration the amounts made available to it from the budget proposals submitted in respect of peace-keeping operations for consideration by the Advisory Committee and the General Assembly.

6. In its report (A/45/801, para. 14), the Advisory Committee indicated that it had some reservations regarding the application of an "across-the-board" percentage that might not reflect the varied requirements of different peace-keeping operations, both current and future. Under the circumstances, the Advisory Committee, while taking note of the percentage recommended by the Secretary-General, was of the view that whatever percentage that was approved by the General Assembly, should be viewed as a first step. The Advisory Committee further indicated that it intended to keep both the percentage approved as well as the methodology on which it was based, under review together with data on the unencumbered balance, each time it examined proposals regarding the establishment, extension or termination of peace-keeping operations.

7. The Advisory Committee recalls that in paragraph 24 of his report of 12 November 1992 (A/47/655 and Corr.1) the Secretary-General had pointed out that the use of the approved percentage of 8.5 had not provided an excessive level of resources to the support account. However, the Advisory Committee notes that as at the end of 1991, 1992, and 1993, the account showed an unencumbered balance of $2.5 million, $5.2 million and an estimate of over $10 million, respectively. In that connection, the Committee was informed that the average ratio between the actual expenditure in the support account and the actual expenditure of peace-keeping operations' civilian component during the period from 1990 to 1993 was 7.3 per cent. The representatives of the Secretary-General attributed those balances to the restraint exercised in addressing requests from Secretariat units for additional resources. Additionally, the Advisory Committee was informed that owing to lengthy and restrictive recruitment procedures, many of the posts approved had not been filled for the entire duration of the authorized period and, consequently, the authorized amounts were not expended.

8. In paragraphs 8 through 13 of his report of 22 October 1993 (A/48/470), the Secretary-General discusses the methodology and funding arrangements as well as the various other options that have been considered before arriving at the proposed decision to continue with the present arrangements. As indicated in paragraph 14 of his report, the Secretary-General believes that in view of the simplicity and transparency of the current arrangements, it is suggested that the current methodology be maintained subject to certain refinements and adjustments as may be required, such as the introduction of an annualized budget estimate as called for in paragraph 10 of the Advisory Committee's report (A/47/757).

9. The question of annualized budgets is discussed in paragraphs 5 to 7 of the Secretary-General's report (A/48/470). The Secretary-General has suggested that the budget period should cover a calendar year from 1 January to 31 December, with the General Assembly authorizing the budget during its regular session preceding the start of the budget year in question. The Advisory Committee believes that it would be more useful if the Committee would revert to this particular issue in the context of its examination of the report of the Secretary-General on the effective planning, budgeting and administration of peace-keeping operations (A/48/945).

Resources approved for the support account

10. Upon establishment, 92 overload posts were incorporated in the support account. During 1991 the Advisory Committee concurred in the provision of 35 additional posts financed from the support account and 48 work-months to meet peak workload requirements. During 1992, the Committee concurred in the provision of 406 work-months of temporary assistance and nine additional posts, increasing the total number of authorized posts financed by the support account to 135. In addition, the Advisory Committee concurred in the Secretary-General's request for a commitment authority up to $2.8 million for rental of office space to accommodate mission support personnel for backstopping peace-keeping operations.

11. On 1 December 1992, the Advisory Committee concurred in the Secretary-General's request for the establishment for six months of seven additional posts and granting of 315 work-months of temporary assistance at an estimated cost of $1,549,025 on the understanding that the Secretary-General could request an extension of the posts and additional temporary assistance as required; on 16 April 1993, the Committee, bearing in mind the developments in the peace-keeping area and an expected comprehensive report on the subject, concurred in the Secretary-General's request for an additional 52 posts. Therefore, as at 1 May 1993, there were 194 posts financed from the support account in addition to the equivalent of 50 additional posts provided under general temporary assistance.

12. Under the terms of its resolutions 48/226 A and B, the General Assembly authorized an additional 148 posts. As shown in annex I of the Secretary-General's report of 27 May 1994 (A/48/470/Add.1), the total number of authorized posts for the period up to 30 June 1994 is 342. To cover the costs of these posts as well as provisions for general temporary assistance, overtime, travel

and common services, the General Assembly authorized the amount of $16,376,250 for the six-month period up to 30 June 1994.

Backstopping of peace-keeping activities, scope and use of the support account and role of the regular budget

13. In his report (ibid., paras. 4-14), the Secretary-General discusses the question of backstopping of peace-keeping operations which, as indicated therein, "comprises a spectrum of activities carried out by offices within the Secretariat in support of these operations". The responsibilities of the various departments and offices and units have been outlined in that section of the report.

14. The scope and use of the support account and the role of the regular budget have been discussed in paragraphs 15 to 26 of the Secretary-General's report, while the criteria for determining the funding of posts are outlined in paragraphs 27 to 33.

15. The Advisory Committee questions the statement of the Secretary-General in paragraph 18 of his report that the "support account was established for the purpose of meeting the need to supplement the resources that are provided under the regular budget for the backstopping of good offices and peace-keeping operations". The Advisory Committee points out that the support account was established to rationalize the use of "overload posts" already funded from peace-keeping operations, which had been created in response to the additional burden in the administrative and other areas as a result of the establishment of the various peace-keeping operations and also to meet the requirements associated with the pre-implementation phase of peace-keeping operations (see para. 4 above).

16. While the Committee agrees that there has been a substantial increase in the number and size of peace-keeping operations as well as in the total number of mission personnel, it does not accept the Secretary-General's statement that "there has not been a concomitant increase in resources for backstopping support at Headquarters", given that the number of support account funded posts have increased from 92 initially to 342 at the present time and a further 92 proposed for the next six months.

17. The Advisory Committee believes that there is a shortcoming in the way in which the Secretary-General's report attempts to delineate backstopping responsibilities with a view to determining the scope and use of the support account. Instead of providing a clear description of the various functions required for the support of peace-keeping operations, the Secretary-General has attempted to describe both the workload carried out in support of peace-keeping operations and the mix in carrying out this workload as between the regular budget and the support account through a description of functions of departments and other organizational units. However, these descriptions are vague both in their indication of precisely what the organizational units do vis à vis the actual operational requirements of peace-keeping operations and in their quantification of the resources devoted to the tasks as between the support account and the regular budget.

18. In addition, although workload statistics have been provided for various offices, in most cases these statistics are not accompanied by comparative and quantifiable historical information, thus making evaluation difficult. Furthermore, the indicators given for this purpose are not clear; for example, imprecise indicators such as "sheer volume of work" have been used to identify requirements in category one (A/48/470/Add.1, para. 22) as well as in category two (ibid., para. 25) while in some cases "volume of work" is sufficient for inclusion in category one (ibid., paras. 23-24); category three involves an indicator such as "additional workload" (ibid., para. 26) which does not appear to be quantifiably very different from the other indicators mentioned above.

19. The Advisory Committee has always maintained that posts for peace-keeping operations support are by nature temporary and therefore do not represent an increase in the number of established posts of the Organization.

20. The Committee draws attention to the Secretary-General's proposal relating to the mix of continuing and flexible posts financed by the support account. Furthermore, it is not clear from the report whether the regular budget would carry all or some or none of the permanent posts (see para. 15 above). Nor is it clear what threshold must be used to establish the "main nucleus" of permanent posts as opposed to temporary posts. The representatives of the Secretary-General were not able to clarify the situation with the additional information that they provided. The Advisory Committee reiterates that the support account represents a mechanism for distributing the costs of overload posts among the peace-keeping operations and a means by which the flexible mobilization of overload posts among various offices can be achieved in response to changing requirements (see A/45/801, para. 16 and A/47/757, para. 9).

21. Taking what has been stated in the preceding paragraphs into account, in the opinion of the Advisory Committee, the Secretary-General's proposals have not provided a clear delineation of the criteria for which support activities should be funded from the regular budget and which from the support account. Moreover, a precise identification of the extent to which the regular budget is already supporting peace-keeping operations both at Headquarters and in the field has not been provided. The Advisory Committee recommends that another attempt be made to clarify, in a comprehensive manner, the issues raised in connection with the rationale, scope, and funding of backstopping of peace-keeping operations, taking into account, inter alia, the comments of the Advisory Committee in the paragraphs above. In this regard, the Advisory Committee encourages the Secretary-General to explore refined methods of quantifying resources supporting peace-keeping operations at Headquarters. This further report by the Secretary-General should be submitted to the General Assembly at its forty-ninth session.

22. In this connection, the Advisory Committee notes from paragraph 17 of his report (A/48/470/Add.1) that the Secretary-General intends to build up the number of regular budget posts to support and backstop peace-keeping operations and other field missions gradually in future programme budgets, starting with the proposed programme budget for the biennium 1996-1997. The Advisory Committee points out that programme budget must be determined on the basis of proposals of the Secretary-General submitted in accordance with the financial regulations and General Assembly resolution 41/213 of 19 December 1986. The

Advisory Committee trusts that it will have been possible for the General Assembly, on the basis of the further report of the Secretary-General, to approve the necessary guidelines for the support account and for the funding of support activities related to peace-keeping operations, prior to the formulation by the Secretary-General of the proposed programme budget for the biennium 1996-1997. Subject to such guidelines as the General Assembly may agree upon, it could then consider proposals for regular budget support of peace-keeping operations on their merit in the context of the examination of the proposed programme budget for the biennium 1996-1997 and future budgets.

Staffing resources

23. As mentioned in paragraph 12 above, under the terms of resolutions 48/226 A and B, the General Assembly, on the recommendation of the Advisory Committee, had authorized 148 of the 199 posts requested by the Secretary-General in his report of 22 October 1993 (A/48/470); the total number of authorized posts for the period up to 30 June 1994 is therefore 342. In paragraph 35 of his report under consideration (A/48/470 Add.1), the Secretary-General has requested a total of 92 additional posts for the balance of 1994; additional proposals for posts will be made for 1995.

24. Of the 92 posts requested, as shown in annex II of the Secretary-General's report (ibid.), 60 posts are requested for the Department of Peace-keeping Operations (although only 59 are accounted for in the narrative), 30 for the Department of Administration and Management and one for the Office of Legal Affairs.

25. Annex IV of the Secretary-General's report contains information on the 92 posts as well as other resources that have been requested. In paragraph 4 of that annex, the Secretary-General is requesting continued funding under general temporary assistance for the post of Special Adviser to the Secretary-General. The Advisory Committee recommends approval of that request.

26. Based on the information provided to the Advisory Committee, the Committee recommends approval of an additional P-4 post, as requested in paragraph 7 of annex IV ,for the Office of Legal Affairs.

27. With regard to the proposals for the Department of Peace-keeping Operations, several developments have occurred or are anticipated in the Department (see paras. 8 and 9 of annex IV). In addition to the creation of a Division for planning, the Field Operations Division was integrated into the Department; the integration of the Field Operations Division has resulted in a structure now consisting of the Office of the Under-Secretary-General, an Office of Operations and an Office of Planning and Support. However, as stated in paragraph 9, "the finalization of this new structure is expected in the near future". An organizational chart showing the current structure was provided to the Advisory Committee (see annex I below). The Committee trusts that the utmost care will be taken to avoid duplication of activities particularly in the areas of planning and policy analysis within the structure, and cautions against the inclination to request posts for the purpose of bringing the various offices and divisions on a par with each other with regard to levels and numbers of staff.

28. As indicated in paragraph 14 of annex IV, four units are located within the Office of the Under-Secretary-General: Office of the Military Adviser, Executive Office, Policy and Analysis Unit and the Situation Centre. On the basis of information provided to it, the Advisory Committee recommends approval of the request for an additional P-3 post in this Office for the period up to 31 December 1994, subject to detailed justification and workload statistics being provided for continuation of the post beyond that date.

29. In paragraph 16 of annex IV, the Secretary-General is requesting one P-5 post and one General Service post to strengthen the Executive Office. The Advisory Committee recommends approval of that request.

30. For reasons mentioned in paragraph 24 of its report (A/48/757) that "the function of the gathering of experience and information relating to the performance specific to peace-keeping operations should be performed by the entire Department and coordinated by the incumbent of the P-4 post recommended by the Committee", the Advisory Committee does not recommend approval of an additional P-5 post and a General Service post for this function in the Policy Analysis Unit as requested in paragraph 17 of annex IV to the Secretary-General's report.

31. As indicated in paragraphs 22 and 23 of annex IV, the Situation Centre has four units in addition to the Office of the Chief. An additional P-4 post has been requested for the Situation Centre although it is not clear in which of the four units the post will be placed if approved.

32. As indicated in paragraph 23 (a) to (d) of annex IV of the Secretary-General's report, the current strength of the Situation Centre is one P-5, four P-4, nine P-3, one General Service posts. The foregoing shows different levels than those authorized, however. The Advisory Committee recalls that in its report (A/48/757), the Committee had recommended approval of one P-5, five P-4, four P-3 and five General Service posts for the Situation Room (now Situation Centre). Compounding the confusion, as indicated in table 2 of the Secretary-General's report, there are currently only 12 Professional posts and no General Service posts shown for the Situation Centre as compared with the totals of 15 posts authorized and also shown in annex IV of the Secretary-General's report. In any case, the Advisory Committee is not satisfied that there is sufficient justification provided for an additional P-4 post in the Situation Centre and does not recommend approval of the request.

33. As indicated in paragraphs 24 and 25 of annex IV of the Secretary-General's report, the Office of Operations is headed by an Assistant Secretary-General and is divided into three divisions, each responsible for operations in its geographical area.

34. Table 2.B of the Secretary-General's report shows the current staffing including regular budget posts in the Office of Operations as follows:

Office of the Assistant Secretary-General	6
Africa Division	15
Asia and Middle East Division	11
Europe and Latin America Division	12

35. A total of 11 additional posts (1 D-2, 3 P-4, 7 General Service) has been requested for the three divisions as follows:

Office of the Assistant Secretary-General	2 General Service
Africa Division	1 P-4, 1 General Service
Asia and Middle East Division	1 D-2, 1 P-4, 2 General Service
Europe and Latin America Division	1 P-4, 2 General Service

36. From the information provided to it, the Advisory Committee believes that there is not enough justification for increasing the staffing in the Office of the Assistant Secretary-General by two additional General Service posts; the Committee recommends approval of one General Service post. The Advisory Committee is also not convinced that there is a need at this stage for all of the additional posts as requested for the Asia and Middle East Division. In the opinion of the Advisory Committee, the operations mentioned in paragraph 25 (b) of annex IV to the Secretary-General's report do not currently warrant additional staffing; no increase is indicated in the activities related to these operations which are fairly well established. Consequently, and also bearing in mind its comments in paragraph 27 above with regard to parity, the Advisory Committee does not recommend approval of the D-2 post but does not object to the P-4 post as well as the two General Service posts.

37. The Advisory Committee does not object to the increase of one P-4 post and one General Service post in the Africa Division and one P-4 post and two General Service posts in the Europe and Latin America Divisions.

38. With regard to the requests for the Office of Planning and Support, the Advisory Committee had great difficulty reconciling the number of posts mentioned in different parts of the narrative portion itself as well as with the number of posts reflected in the tables following this section. The Advisory Committee believes that greater care needs to be taken in drafting the narrative portions of the report where a lack of uniformity makes the report and requests contained therein difficult to understand and accept.

39. As indicated in paragraph 28 of annex IV, the Office of Planning and Support is headed by an Assistant Secretary-General and divided into a Planning Division and a Field Administration and Logistics Division. A total of 42 additional posts is requested as follows for this Office:

Office of the Assistant Secretary-General: three additional posts (1 P-2, 2 General Service)

Planning Division: nine additional posts (1 P-4, 3 P-3, and 5 General Service)

Field Administration and Logistics Division: 30 additional posts (1 D-1, 1/ 3 P-5, 6 P-4, 5 P-3 and 15 General Service)

1/ This post is mentioned in paragraph 39 of annex IV but not in paragraph 34.

40. The Advisory Committee does not believe that there is sufficient justification for the provision of the additional three posts (1 P-2 and 2 General Service) in the Office of the Assistant Secretary-General and does not recommend acceptance of the request.

41. As indicated in paragraphs 29 to 33 of annex IV, a total of nine posts as follows have been requested for the Planning Division which is divided into four units:

Planning Division	1 P-3, 1 General Service
Mission Planning Service	1 P-4, 1 P-3 and 2 General Service
Civilian Police Unit	None
De-mining unit	None
Training Unit	1 P-3 and 2 General Service

42. From the information provided to it the Advisory Committee believes that there is sufficient justification for the Committee to recommend acceptance of the request for the two posts in the Planning Division itself (1 P-3, 1 General Service), as well as for the four posts in the Mission Planning Service (1 P-4, 1 P-3 and 2 General Service). However, the Committee does not recommend approval of additional staffing as requested for the Training Unit at this stage, pending further justification and the development and submission of a precise training programme.

43. As indicated in paragraph 34 of annex IV, 30 additional posts have been requested for the Field Administration and Logistics Division (formerly known as the Field Operations Division). The current structure as indicated in paragraphs 34 to 47 of annex IV, is divided into three Services: (a) the Finance Management and Support Service, which is divided into the Financial Planning Section and the Review and Analysis Section; (b) the Logistics and Communications Service, which is divided into five sections as follows: Supply, Engineering, Transport, Electronic Services and Logistics Operations; and

(c) the Personnel Management and Support Service, further divided into Administration and Records Section and Staffing Support Section.

44. The Committee recalls that in its report (A/48/757), it had recommended approval of a total of 64 posts (19 Professional and 45 General Service) for the Field Operations Division. Since the nomenclature and structure of the Division in question has been changed, the Committee is not able to identify the exact location of the 64 posts approved.

45. However, the Advisory Committee recognizes that while the Department of Peace-keeping Operations "is the operational arm of the Secretariat for the substantive and operational activities in the management of peace-keeping operations" the Field Operations and Logistics Division bears sole responsibility for providing administrative and logistics support to peace-keeping operations and other missions and is also responsible for the day-to-day management and coordination of these missions. The Committee was informed that within this Division the Finance Management and Support Service is responsible for policy coordination, strategic planning and statistics and data management. This includes day-to-day financial management and support, guidance and contact with all the missions, resource planning and cost estimates for new missions and expansions of existing missions, certification of disbursements and obligations, liquidation of existing missions and submission of performance reports and revised estimates. The claims area of this Service is responsible for certifying and processing payments for government claims, contingent owned equipment, death and disability and various related issues. In view of the foregoing, the Advisory Committee believes that the service should be headed at the D-1 level and recommends approval of five additional posts as follows:

Office of the Chief of Service	1 D-1, 1 General Service
Financial Planning Section	1 General Service
Review and Analysis Section	2 General Service

46. With regard to the Logistics and Communications Service, 17 additional posts have been requested as follows:

Chief of Service	1 D-1, 1 General Service
Supply Section	1 P-4 and 1 General Service
Engineering Section	1 P-4 and 1 General Service
Transport Section	1 P-4, 2 P-3 and 1 General Service
Electronic Services Section	1 P-3, 2 General Service
Logistics Operations Section	1 P-5, 1 P-4, 1 P-3, 1 General Service

47. With the exception of the P-3 post and the two General Service posts in the Electronic Services Section, the Advisory Committee recommends approval of the 15 other posts requested for this Service. In this connection, the Committee

recalls that in the context of its report (A/48/7/Add.9) on the United Nations telecommunications system, it had recommended approval of 54 posts (50 of which were existing posts).

48. As indicated in paragraphs 45 to 47 of annex IV of the Secretary-General's report (A/48/470/Add.1) a total of seven posts has been requested for the Personnel Management and Support Service. Notwithstanding the explanation given in paragraph 46 of annex IV, the Advisory Committee does not recommend approval of an additional P-5 post in the Administration and Records Section of this Service nor does it recommend approval of one additional General Service post in the Office of the Chief of Service at this time. However, the Committee does not object to an additional General Service post in the Administration and Records Section.

49. With regard to the Staffing Support Section, the Advisory Committee notes the comments and agrees with much of what has been stated in paragraph 47 of annex IV. However, it believes that the stand-by arrangement for civilian personnel needs to be explored further and discussed with a view to further streamlining and regularizing the arrangement. The Committee trusts that the Secretary-General will develop appropriate guidelines in that regard. In that connection, the Advisory Committee notes from paragraph 12 of annex IV and table 2.C of annex V of the Secretary-General's report, that 75 military officers are currently working within the Department of Peace-keeping Operations on loan from Governments at no cost to the Organization. The Committee requests the Secretary-General to report on the various aspects related to this arrangement. The Committee will revert to this issue in the context of its examination of the Secretary-General's report on the effective planning, budgeting and administration of peace-keeping operations (A/48/945). For the time being therefore, the Committee does not recommend approval of the four posts (1 P-4, 1 P-3, and 2 General Service) requested in paragraph 47 of annex IV.

50. A total of five additional posts (1 D-1, 1 P-5, 1 P-4, and 2 General Service) has been requested in paragraph 49 of annex IV for the Peace-keeping Financing Division of the Office of Programme Planning, Budget and Finance. The Committee recalls that in its report (A/48/757) it had recommended an increase of eight posts for the Division.

51. The Advisory Committee notes that as indicated in paragraph 49 of annex IV, the Division has been restructured to include four sections and the workload as envisaged to be performed in those four sections has been described in paragraphs 50 and 51 of annex IV. The Advisory Committee recommends approval of the five additional posts as requested for the period up to 31 December 1994, at which time the new structure as envisaged would be fully operational and subject to review and assessment.

52. Six additional posts have been requested for the Accounts Division as follows: four P-3, and two General Service. The Advisory Committee recommends approval of the Professional posts.

53. A total of five additional posts (1 P-5, 1 P-4, 1 P-3, 2 General Service) for the Office of Human Resources Management has been requested in paragraphs 53

to 55 of annex IV. The Advisory Committee recalls that a total of eight posts (2 P-4, 6 General Service) had been recommended for approval in its report (A/48/757), for the Recruitment and Placement Division and for the Staff Administration and Training Unit of that Office. The Advisory Committee believes that some of the posts which have been requested in this area could be filled through redeployment, and recommends approval of one General Service post in this area.

54. With regard to the Office of General Services, as indicated in paragraphs 56 to 58 of annex IV, a total of 14 additional posts has been requested as follows:

Pouch Unit	2 General Service
Field Missions Procurement Section	1 D-1, 1 P-5, 4 P-4, 1 P-3 and 3 General Service
Electronic Services Division	2 General Service

55. The Advisory Committee recalls that for the Purchase and Transportation Service, the Committee had recommended approval of 11 posts in its report (ibid.). The Committee notes that as indicated in paragraph 57 of annex IV of the report of the Secretary-General, the structure, for reasons mentioned in that paragraph, will be reorganized with the Field Missions Procurement Section organized into a separate service; as indicated in annex V, table 8.B, the staffing resources currently available to this section are 12 Professional posts and 12 General Service posts. For reasons mentioned in paragraphs 27 and 51 above with regard to reorganization and restructuring, the Committee does not recommend approval of the D-1 and P-5 posts. However, the Committee recommends that provision for the two posts in question be made under general temporary assistance for the period up to 31 December 1994. The Committee recommends approval of the four P-4 posts, one P-3 and three General Service posts, also for the period up to 31 December 1994, at which time it intends to revert to the issue.

56. The Committee recommends approval of the two General Service posts for the Pouch Unit; however, for reasons mentioned in paragraph 47 above with regard to telecommunications operations, the Committee does not recommend approval of two additional posts for the Electronic Services Division.

57. The Advisory Committee notes from annex II of the Secretary-General's report that a P-5 post has been requested for the Office for Inspections and Investigations. The Advisory Committee recommends approval of that post.

58. The breakdown of the Advisory Committee's recommendations with regard to the posts requested by the Secretary-General in annex IV of his report are attached in annex II below.

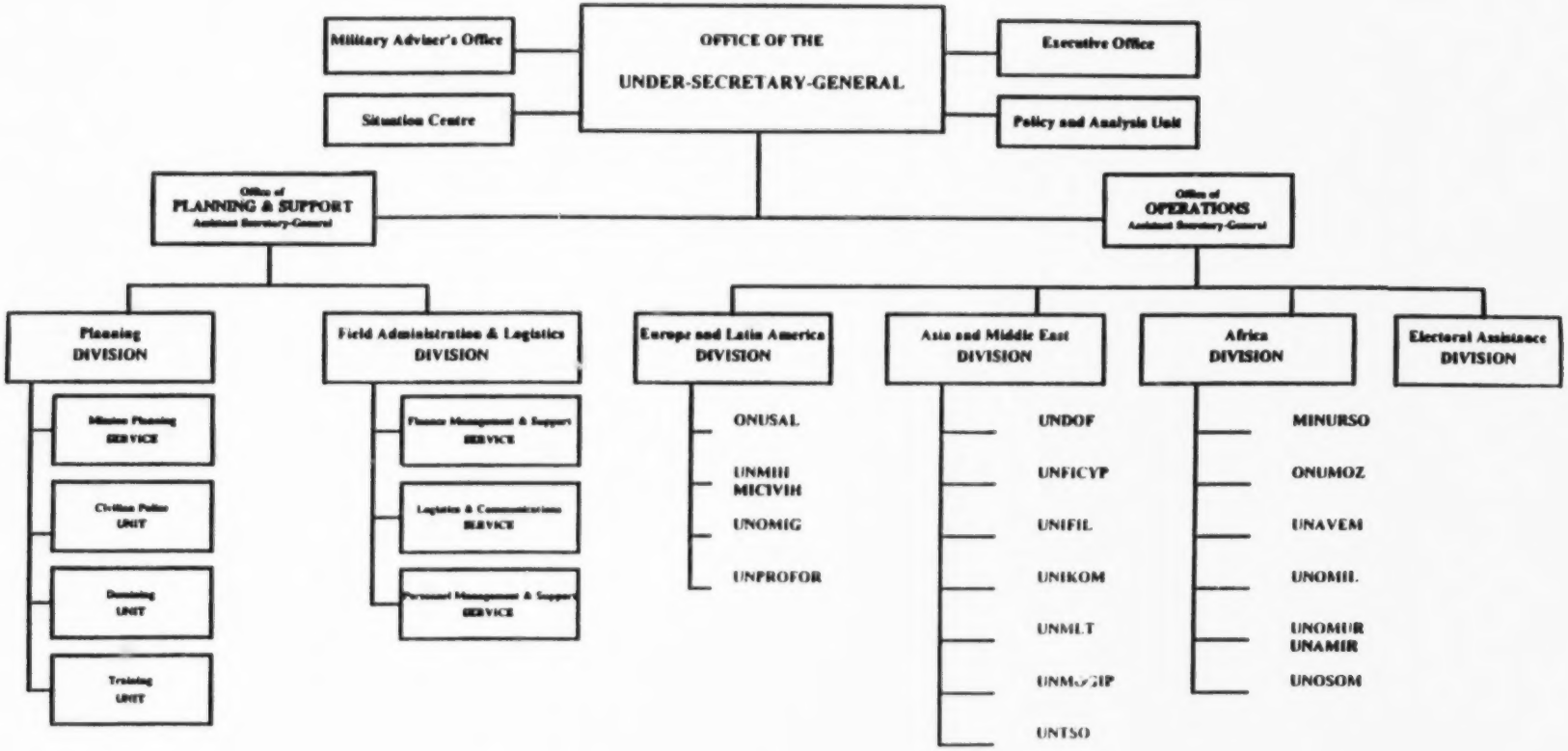
59. With regard to non-post requirements as mentioned in paragraphs 59 to 63 of annex IV of the Secretary-General's report, resources have been requested for general temporary assistance ($167,700), overtime ($80,000), travel on official business ($140,000), training ($480,000), and specialized equipment for the

Situation Centre ($592,000). With the exception of the request for resources for training, the Advisory Committee recommends approval of the other requests. The Committee will revert to the requirements for training in due course (see para. 42 above).

ANNEX I

Department of Peace-keeping Operations

Organization



ANNEX II

Unit	Paragraph reference to A/48/470/Add.1, annex IV	Requested	Recommended by ACABQ
I. OFFICE OF LEGAL AFFAIRS	7	1 P-4	1 P-4
II. DEPARTMENT OF PEACE-KEEPING OPERATIONS			
Office of the Under-Secretary-General	14	1 P-3	1 P-3
Executive Office	16	1 P-5 1 GS	1 P-5 1 GS
Policy and Analysis Unit	17	1 P-5 1 GS	No No
Situation Centre	22	1 P-4	No
Office of Operations			
Office of the Assistant Secretary-General	24	2 GS	1 GS
(a) Africa Division	25 (a)	1 P-4 1 GS	1 P-4 1 GS
(b) Asia and Middle East Division	25 (b)	1 D-2 1 P-4 2 GS	No 1 P-4 2 GS
(c) Europe and Latin America	25 (c)	1 P-4 2 GS	1 P-4 2 GS
Office of Planning and Support			
Office of the Assistant Secretary-General	28	1 P-2 2 GS	No No
(a) Planning Division	29	1 P-3 1 GS	1 P-3 1 GS
(i) Mission Planning Services	30	1 P-4 1 P-3 2 GS	1 P-4 1 P-3 2 GS
(iv) Training Unit	33	1 P-3 2 GS	No No

Unit	Paragraph reference to A/48/470/Add.1, annex IV	Requested	Recommended by ACABQ
(b) Field Administration and Logistics Division (FOD)			
(i) Finance Management and Support			
(Planning)	37	1 P-5 1 GS	No 1 GS
(Review and Analysis)	38	1 P-4 2 GS	No 2 GS
(Office of the Chief)	36	 1 GS	1 D-1 1 GS
(ii) Logistics and Communication			
(Chief of Section)	39	1 D-1 1 GS	1 D-1 1 GS
(Supply Section)	40	1 P-4 1 GS	1 P-4 1 GS
(Engineering Section)	41	1 P-4 1 GS	1 GS 1 GS
(Transport Section)	42	1 P-4 1 P-3 1 GS	1 P-4 1 P-3 1 GS
(Electronic Services)	43	1 P-3 2 GS	No No
(Logistics Operations)	44	1 P-5 1 P-4 1 P-3 1 GS	1 P-5 1 P-4 1 P-3 1 GS
(iii) Personnel Management and Support Services			
(Office of the Chief)	45	1 GS	No
(Administration and Records)	46	1 P-5 1 GS	No 1 GS

	Unit	Paragraph reference to A/48/470/Add.1, annex IV	Requested	Recommended by ACABQ
	(Staffing Support)	47	1 P-4 1 P-3 2 GS	No No No
III.	DEPARTMENT OF ADMINISTRATION AND MANAGEMENT			
	Office of Programme Planning, Budget and Finance			
	Peace-keeping Finance Division	49	1 D-1 1 P-5 1 P-4 2 GS	1 D-1 1 P-5 1 P-4 2 GS
	Accounts Division	52	4 P-3 2 GS	4 P-3 No
	Office of Human Resources Management			
	Recruitment and Placement Division	53	1 P-5 1 GS	No 1 GS
	Staff Administration and Monitoring Service	54	1 P-4 1 GS	No No
	Rules and Personnel Manual Section	55	1 P-3	No
	Office of General Services			
	Building Management Service Pouch Unit (Mail Section)	56	2 GS	2 GS
	Purchase and Transportation Service	57	1 D-1 1 P-5 4 P-4 1 P-3 3 GS	No/General temporary assistance No/General temporary assistance 4 P-4 1 P-3 3 GS
	Electronic Service Division	58	2 GS	No

Unit	Paragraph reference to A/48/470/Add.1, annex IV	Requested	Recommended by ACABQ
Office of Inspection and Investigation			
Audit and Management Control Division	-	1 P-5	1 P-5